

2023 Data Highlights

We surveyed our nationwide network of early-career talent, which includes current students and recent graduates of associates, bachelors, masters, and doctoral degree programs:

72% of respondents identify as being part of an **underrepresented** group in the workforce

46% expect to graduate in the **next academic year**

54% of respondents are first- or second-year students **actively engaged in career planning**

Where they are in their career planning and development process:

50% of all respondents are **actively pursuing opportunities**

77% started thinking about careers **during their second-year or earlier**

69% wish employers had begun to **engage them earlier** than they did



Key Data

95% rated “**real, paid work experience with an organization**” as the **most valuable** way to engage them

81% are seeking Micro-Internships to **gain experience, learn about employers, and build professional networks**

#1 need right now is **more experience to build their resume**

#1 obstacle in securing a job after graduation is **not having a professional network**

Read the full report for actionable insights to get the most out of your campus recruiting efforts, enhance your talent acquisition strategy, and ensure you’re driving the most return on all of your early-career activities.